



INTER-AGENCY JOB MARKET Vacancy Notice

IT & Cybersecurity Officer (ref. S3JU/IAJM/VN023)

This vacancy notice is addressed to all temporary staff 2(f) currently employed in an Executive Agency, Decentralised Agency, or Joint Undertaking in function group and grade bracket AD6 to AD10, in compliance with the SESAR 3 JU general implementing rules on the procedure governing the engagement and use of temporary staff under Article 2(f) of the CEOS¹.

Type of vacancy	Inter-Agency mobility
Type of contract	Temporary Agent 2(f) - Administrator
Function group and grade bracket	AD6 to AD10
Unit	Technology & Strategy
Deadline for applications	Monday 19 January 2026, at 14:00 Brussels time

1. INTRODUCTION

1.1 SESAR

SESAR is the technological pillar of the EU's Single European Sky policy and a key enabler of the European Commission's Sustainable and Smart Mobility Strategy. SESAR defines, develops and deploys technologies to transform air traffic management in Europe.

1.2 The SESAR 3 Joint Undertaking

The SESAR 3 Joint Undertaking (SESAR 3 JU) is established under Council Regulation (EU) 2021/2085 as an institutionalised European partnership between private and public sector partners to accelerate through research and innovation the delivery of the Digital European Sky. To do so, it is harnessing, developing and accelerating the take-up of the most cutting-edge technological solutions to manage conventional aircraft, drones, air taxis and vehicles flying at higher altitudes.

1.3 Digital European Sky Programme

The SESAR 3 JU is responsible for implementation of the Digital European Sky Programme and operates an innovation pipeline from development to deployment, by also demonstrating the viability of the technological and operational solutions, in larger and more operationally integrated environments.

The European ATM Master Plan is the planning tool for the modernisation of ATM across Europe. It sets out the vision and priorities for the Digital European Sky, and for making Europe the most efficient and environmentally friendly sky to fly in the world by 2045. The twin digital and green transitions are the central focus of the plan, which is structured around five technological levers for transformational change.

More information on the Programme can be found at: www.sesarju.eu

1.4 IT & Cybersecurity at the SESAR 3 JU

The IT strategy of the SESAR 3 JU sets out a clear and forward-looking vision. We aim to build a digital environment for our staff that aligns naturally with the European Commission's IT ecosystem, while relying on EUROCONTROL as our main provider of IT services and the caretaker of the facilities and technical foundations that support our daily work.

¹ Decision ADB (D) 06-2016 of 28 April 2016 as transferred to SESAR 3 JU by GB (D) 18-21 of 14 December 2021

Alignment with the Commission is a central pillar of this vision. It ensures that the tools and processes we adopt follow the governance, security posture and way of working used across European institutions. This brings coherence, interoperability and trust, and places our organisation firmly within the shared digital culture of the European Union.

At the same time, EUROCONTROL remains essential to our operations. Its services provide the networks, platforms, devices and onsite support that keep our organisation running. Its scale and maturity allow us to benefit from a level of stability and modernisation that we could not achieve alone.

This strategy unfolds through an annual action plan that balances continuity and change. Each year, specific initiatives advance our digital maturity, strengthen collaboration, reinforce cyber security and maintain the reliability of our systems.

Internally, IT follows a deliberately decentralised model. Responsibilities for business applications are shared across the organisation, while most infrastructure and services are delivered by EUROCONTROL, the Commission and specialised contractors. Strategic direction is set by leadership, proposals are prepared through an internal Common Services Change Board, and operational execution is carried out by external providers under close monitoring.

Within this architecture, the IT & Cybersecurity Officer is the central point of guidance and control. The role focuses on strong project and vendor management, on ensuring compliance and on supporting the organisation through its ongoing digital evolution. It is a mission of coordination and steady leadership, essential to shaping the technological future of the SESAR 3 Joint Undertaking as one of the most digital places to work in the EU institutional landscape.

2. WHO WE ARE LOOKING FOR

We seek someone who thrives on establishing the SESAR 3 JU as one of the most digital places to work in the EU institutional landscape, and where clarity, foresight and calm coordination make the difference. The person we need is not only technically grounded in ICT and cyber security, but also capable of navigating an ecosystem shaped by two key partners: the European Commission and EUROCONTROL. He/She should feel at ease working with external service providers, understand the logic of institutional IT environments, and be able to translate organisational needs into coherent and realistic solutions.

We are looking for someone who enjoys being the trusted anchor for all digital & cybersecurity matters. Someone who can listen closely, think strategically, and act pragmatically. The right person will be comfortable operating autonomously, drawing energy from collaboration, vendor management and cross organisational engagement. Above all, he/she should carry a sense of purpose and curiosity, eager to shape a digital environment that serves a European mission.

3. KEY ACCOUNTABILITIES

The IT & Cybersecurity Officer is part of a team in charge of Corporate Services at the SESAR 3 JU. The team is dealing with the effective execution of IT, Quality, corporate planning and monitoring as well as the effective running of the Governance of the JU. He/she will be working under the Head of Unit Technology and Strategy.

The job holder shall carry out the tasks that will be assigned to him/her, in particular:

- The IT & Cybersecurity Officer is the guardian of the organisation's digital foundations. His/Her mission begins with maintaining the stability and continuity of our ICT environment, ensuring that systems, applications and services run smoothly in close cooperation with EUROCONTROL and the European Commission.
- He/She is responsible for the maintenance and implementation of the SESAR 3 JU ICT Strategy, managing projects that support digital transformation, and ensuring that our tools and processes remain aligned with Commission standards and fully interoperable with EUROCONTROL's technical environment.

- Cyber security also stands at the center of the role. The Officer will monitor our security posture, support compliance with evolving regulations, and act as the SESAR JU point of reference for both prevention and response.
- He/She will also coordinate business application owners across the organisation, act as the single entry point for IT & Cybersecurity decision making and documentation, and ensure that every new tool or change fits within a coherent architecture that respects data protection, information security and financial and legal requirements.
- He/She will serve as the organisation's Information Architect, safeguarding the coherence of our corporate information landscape and steering the implementation of the SESAR 3 JU information and document management policy, ensuring that records, knowledge assets and documentation are governed, structured and maintained with clarity and long-term integrity.
- Perform all necessary contract preparation tasks and associated financial operations in accordance with the SESAR 3 JU Financial rules, including acting as Operational Initiating Agent (OIA) and/or Operational Verification Agent (OVA).
- To succeed, the Officer must orchestrate partners, contractors and vendors with confidence, anticipate risks, translate needs into actionable plans, and keep communication clear and steady.

4. WHY THIS IS A HIGH IMPACT JOB

This role offers a rare opportunity to shape the digital heart of a European organisation at the centre of aviation innovation. Decisions taken in this position will influence how one of the most strategic Joint Undertakings works, collaborates and protects its knowledge. The Officer's work directly affects staff productivity, organisational resilience, cyber protection and the capacity of the SESAR 3 Joint Undertaking to progress in harmony with the wider EU institutional digital ecosystem. This is a mission for someone who wants their work to matter, someone who sees technology not only as systems and standards but as the quiet engine that carries a European project into the future.

5. ELIGIBILITY CRITERIA REQUIRED

To be eligible to take part in this selection procedure, the applicant must meet the following requirements on the closing date for applications:

- To be currently a Temporary Agent 2(f) staff who, on the closing date for application and on the day of filling the vacant post, is employed within the candidate's current agency in a grade corresponding to the published grade (AD6 – AD 10). This implies that the candidate possesses the minimum qualifications required by Article 5(3) of the Staff Regulations² applicable by analogy to the temporary staff pursuant to Article 10(1) of the CEOS, and that the candidate is in compliance with the conditions referred to in Article 12(2)³
- To have at least two years' service within the candidate's current agency (including Executive Agencies, Decentralised Agencies and Joint Undertakings) before moving
- To have successfully completed the probationary period provided for in Article 14 of the CEOS, in the relevant grade
- To have a thorough knowledge as well as command of English

6. SELECTION CRITERIA

The successful candidate shall have sense of initiative and professionalism. He/She should be a team player, flexible, highly motivated, proactive, and able to work under pressure and to tight deadlines.

² Article 5 (3) (c) of the Staff Regulations: Appointment shall require at least in function group AD for grades 7 to 16:

(i) a level of education which corresponds to completed university studies attested by a diploma when the normal period of university education is four years or more, or
 (ii) a level of education which corresponds to completed university studies attested by a diploma and appropriate professional experience of at least one year when the normal period of university education is at least three years, or
 (iii) where justified in the interests of the service, professional training of an equivalent level.

³ Article 12 (2) of the CEOS: A member of the temporary staff may be engaged only on condition that: he/she is a national of one of the Member States of the Union and enjoys his/her full rights as a citizen; he/she has fulfilled any obligations imposed on him/her by the laws concerning military service; he/she produces the appropriate character references as to his/her suitability for the performance of the duties; he/she is physically fit to perform his/her duties; he/she produces evidence of a thorough knowledge of one of the languages of the Union and of a satisfactory knowledge of another language of the Union to the extent necessary for the performance of his/her duties.

Essential Selection Criteria

In addition to the requirements set out in heading 5, the successful candidate shall have:

- Proven experience in managing external IT service providers
- Strong understanding of ICT environments in European institutions
- Solid grounding in cybersecurity and regulatory compliance
- Ability to operate autonomously with strategic awareness
- Strong project management skills
- Ability to align ICT strategy with organisational strategy
- Capacity to work across departments and guide non technical staff
- Excellent communication and documentation skills
- Experience with cloud environments and modern workplace technologies
- A mindset that combines curiosity, diplomacy and resilience

7. SELECTION PROCEDURE

Temporary staff 2(f) within the range of grades **AD6-AD10** who applied, will be invited for an interview, which will be held for the most part in English. During this selection process provisionally planned on **29 January 2026** candidates may be required to undergo a competency assessment exercise. The applicants will be informed of the date within a reasonable period prior to such date. As a result of the interviews, the Selection Panel will recommend the most suitable candidates for the post in question. Please note that the Selection Panel's work and deliberations are strictly confidential and that any direct or indirect contact with its members is strictly forbidden. The Authority Authorised to Conclude Contracts of Employment reserves the right to disqualify any candidate who disregards this instruction.

8. APPOINTMENT AND CONDITIONS OF EMPLOYMENT

The selected candidate will be appointed by the Executive Director upon recommendation of the Selection Panel, following the selection procedure, and in compliance with Article 55 of the CEOS, Article 10 and 17 of SESAR 3 JU implementing rules governing the conditions of transfer between agencies⁴ without impact on the contract of employment running within the candidate's current agency (namely with regard to grade, step, seniority in step, and duration).

9. SUBMISSION OF APPLICATIONS

9.1 Procedure of Applications

Candidates interested by applying to this position must submit by email to the functional mailbox InternalVN023@sesarju.eu a **SINGLE A4-sized Adobe Acrobat PDF file (size: max. 5MB) containing ALL the following scanned documents:**

- A Curriculum Vitae (CV) in the Europass format (available on the following website: <http://europass.cedefop.europa.eu>)
- A signed motivation letter of no more than two pages, explaining why the candidate is interested in the post and what would be his/her added value to the SESAR 3 JU if selected
- A duly completed and signed declaration of honor regarding the eligibility and selection criteria (downloadable from the 'Open posts' section of our website)

The single A4-sized Adobe Acrobat PDF application file shall be named as follows:
[FAMILY NAME_First Name_VN023.pdf]

The title and the exact reference of the vacancy notice should be indicated in the subject of the email. Applications where the format and/or content of the Europass CV and the declaration of honor have been modified may be deemed void by the SESAR 3 JU.

⁴ Op. cit.

The closing date for submission of applications is Monday 19 January 2026 at 14:00 Brussels time.

9.2 Appeal Procedure

Any appeal regarding the present vacancy notice shall be sent within 20 calendar days of the date on the email notifying the rejection of the application quoting the reference of the internal notice to the Chairman of the selection panel at the following email address: hr@sesarju.eu.

9.3 Personal Data Protection

All applications are filed and processed by SESAR 3 JU as controller of the data, according to Regulation (EC) N° 2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data, and repealing Regulation (EC) No 45/2001 and Decision No 1247/2002/EC.

Please note that by sending your application, you consent to the processing of your personal data necessary for the review of your application. You nevertheless have the right to withdraw consent at any time by sending an email to the same email address; should you exercise withdrawal of consent, the lawfulness of the processing of your personal data prior to such a withdrawal will not be affected.

More information about the data protection policy at SESAR 3 JU and, in particular on the exercise of your rights as data subject (including the right to rectification, erasure, restriction of processing, the right to object and the right to data portability), can be found in our public website at this <https://www.sesarju.eu/legal-notice>. You can also consult the privacy statement on selection of staff at the following [link](#). In addition, you can always contact SESAR 3 JU's Data Protection Officer at sju.data-protection@sesarju.eu.
